

## SAUNDRIA BORDONE

Arbitrator and Mediator

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### ARBITRATION/LABOR RELATIONS EXPERIENCE:

**2000–present:** Labor & Employment Arbitrator & Mediator.

**1992-1995: Regional Director, NLRB Region 25** (Indiana). Responsibility included analyzing labor relations issues and facts, and making determinations based on them. Also, issued decisions and reports based on hearing records and investigative reports, making findings on bargaining unit, voter eligibility, and conduct of election issues.

**1978 - 1995: National Labor Relations Board:** Held various positions with NLRB in California, Oklahoma, Ohio and Indiana. Gained substantial expertise in conducting hearings, as well as analyzing issues in broad spectrum of industries, making determinations based on those analyses, and explaining them in writing to parties. Work required in-depth knowledge of the collective bargaining process from initial union organizing campaign through contract negotiations, grievance processing, and arbitration. At times, conducted hearings and issued reports making findings of facts and determinations including credibility resolutions.

**1973-1974: U.S. Postal Service:** Representing management in contract administration - provided hands-on expertise.

### ARBITRATION ISSUES:

Has experience as an arbitrator with the following issues: Absenteeism; Arbitrability; Contract Interpretation/Application; Discipline; Discharge; Fringe Benefits; Health/Hospitalization; Holidays; Insurance; Job Posting/Bidding; Leave; Job Classification/Rates; Job Performance; Vacation; Layoffs/Bumping/Recall; Management Rights; Official Time; Overtime Pay; Past Practices; Promotion; Seniority; Subcontracting/Contracting Out; Wages; Holiday Pay; Vacation Pay; Violence or Threats; Work Hours/Schedules/Assignments; Working Conditions/Work Orders.

### PERMANENT ARBITRATION PANELS:

Bituminous Coal Operators' Association (BCOA)/United Mine Workers of America (UMWA).  
Indiana Education Employment Relations Board Panel of Mediators and Fact-Finders.  
Ohio State Employment Relations Board Roster of Neutrals.

**ARBITRATION ROSTERS:** American Arbitration Association      National Mediation Board  
Federal Mediation & Conciliation Service

### PUBLISHED ARBITRATION AWARDS:

122 LA 995 (2006); 122 LA 772 (2006); 121 LA 1108 (2005); 121 LA 967 (2005); 121 LA 134 (2005); 120 LA 64 (2004); 119 LA 1063 (2003); 118 LA 7 (2002); 117 LA 1019 (2002); 180 LRR 115 (2006); 05-2 ARB ¶ 3325; 05-2 ARB ¶ 3211; 04-2 ARB ¶ 3937; 03-1 ARB ¶ 3388; 03-1 ARB ¶ 3389; 02-2 ARB ¶ 3326.

**PROFESSIONAL AFFILIATIONS:** American Arbitration Association; Association for Conflict Resolution; Labor and Employment Relations Association and American, Indiana State, & Indianapolis Bar Associations: Labor-Employment & ADR Sections of each & Chairperson, ISBA Labor-Employment Sect. (2002-2003)

### EDUCATION:

JD	Law	Indiana University School of Law	1998
BA	Sociology/Political Science	University of Oklahoma	1966

**CERTIFICATIONS:**

Law	Indiana	1998
Mediator	Indiana	2001

**FEES:**

**PER DIEM FEE:** \$750; **DOCKETING FEE:** None; **CANCELLATION FEE:** (see below)

**Fee Schedule:**

Hearing per day (not exceeding 8 hours)	\$750.00
Study, research, and preparation of opinion and award (not exceeding 8 hours)	\$750.00
Time outside 8-hour day charged per hour at	\$ 93.75

**Cancellation policy:**

Cancellation or postponement notice to arbitrator:

30 to 16 days prior to scheduled hearing date	\$400.00
15 or fewer days prior to scheduled hearing date	\$750.00

(A separate postponement and cancellation fee will be charged for each separate occurrence of postponement and/or cancellation within these time periods.)

**No charge for arbitrator travel time or expenses for arbitrations held within the Continental United States.**

For arbitrations outside the Continental U.S.:

Travel time outside of 8-hour hearing day will be charged per hour at  
\$50.00

Expenses: Arbitrator charges actual cost of reasonable expenses including airfare, car rental, food, and lodging. Personal vehicle mileage is charged at the applicable IRS expense rate.